

State of the FI Community Survey 2017: Report Card



Department	Professional Development									Leave				
	PD attendance	Language training approvals	PD request approvals	Opinion on PD opportunities	PD meeting/job requirements	PD exceeding job requirements	PD for career advancement	Language training opportunities	Strictness of PD approval	Leave request approvals	Days worked sick	Worked sick due to heavy workload	Sick leave usage	Leave request comfort
Agriculture and Agri-Food Canada	✓								X		✓	✓		
Canada Border Services Agency	X	✓		X	X	X	X		X	X				
Correctional Services Canada	X	X	X	X	X	X	X	X	X					
Department of Justice						✓					X			
Employment and Social Development Canada												X		
Environment and Climate Change Canada	✓		✓		✓						X		X	
Fisheries and Oceans Canada			✓								X		✓	✓
Global Affairs Canada					X	X						X		
Health Canada							X			X			X	
Immigration, Refugees and Citizenship Canada				✓	✓	✓	✓		✓			✓		X
Indigenous and Northern Affairs Canada	X	X	X	X			X			X				X
Innovation, Science and Economic Development Canada		X	X						✓	X				X
National Defence and the Canadian Armed Forces														
Public Services and Procurement Canada													X	
Royal Canadian Mounted Police														✓
Shared Services Canada		✓							X	X	✓		X	
Statistics Canada	✓	✓	✓				✓	✓		✓	✓	✓	✓	
Transport Canada			✓	✓	✓	✓	✓	✓		✓	✓		✓	✓
Treasury Board of Canada Secretariat		✓	X	✓				✓	✓				✓	

✓ = among top 3 departments

X = among bottom 3 departments

The report card above was created based on the 2017 FI State of the Community survey results. The survey was conducted in September and October 2017. The 19 departments with a minimum of 20 survey responses and a minimum confidence rating of 95% +/- 20% are shown above. Each department's ranking in each category was determined based on responses to specific questions from the survey completed by 1,048 FIs represented by ACFO in the federal public service. The breakdown of each category and the factors/questions that determined each department's rank is listed in the 'Ranking Breakdown' tab below. The link to the survey questions is <http://www.acfo-acaf.com/wp-content/uploads/2018/02/2017SurveyQuestionsEN.pdf>

Department	Work-Life Balance										Job Satisfaction					
	OT claimed vs worked	Flex work approvals	Working flex work	Ease of OT claims	Workload volume	Able to attend life events	Effects of stress	Work/life support	Flex work opportunities	Workplace 2.0	Job enjoyment	Able to report wrongdoing	Positivity of environment	Supervisor relations	Senior mgmt relations	Colleague relations
Agriculture and Agri-Food Canada	✓				✓	✓						✓				✓
Canada Border Services Agency		X	X					X	X				X	X		
Correctional Services Canada	X							X				X	X			X
Department of Justice	✓									X		✓		✓		✓
Employment and Social Development Canada		X				X	X				X					X
Environment and Climate Change Canada		✓		X			X		✓	X	X			✓		✓
Fisheries and Oceans Canada				✓	✓	✓					X	X			X	X
Global Affairs Canada					X											
Health Canada				✓	X	X						✓				
Immigration, Refugees and Citizenship Canada			✓	✓	✓		✓	✓	✓	✓	✓		✓		✓	
Indigenous and Northern Affairs Canada		X			X	X	X	X		X			X	X		
Innovation, Science and Economic Development Canada									X							
National Defence and the Canadian Armed Forces	X														✓	
Public Services and Procurement Canada	✓		✓						✓			X		X	X	
Royal Canadian Mounted Police															X	
Shared Services Canada	X			X	X	X			X	X						
Statistics Canada		✓	X	X		✓	✓			✓	✓		✓			
Transport Canada			✓				✓	✓		✓	✓		✓	✓	✓	✓
Treasury Board of Canada Secretariat		✓						✓								

✓ = among top 3 departments

X = among bottom 3 departments

Category	Determination of Ranking	Top Ranking	Bottom Ranking
PD attendance	Percentage of respondents who attended professional development initiatives in the last 12 months (Q10)	Departments with the highest percentage	Departments with the lowest percentage
Language training request approvals	Percentage of language training requests that were approved	Departments with the highest percentage	Departments with the lowest percentage
PD request approval	Percentage of professional development requests that were approved	Departments with the most opportunities for language training	Departments with the fewest opportunities for language training
Opinion on PD opportunities	Opinions on department's opportunities for professional development on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on PD received to meet job requirements	Opinions on training received to meet job requirements on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on PD received to exceed job requirements	Opinions on training received to exceed job requirements on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on PD received for career advancement	Opinions on training received for career advancement on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on language training opportunities	Opinions on department's opportunities for language training on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on strictness of PD approval	Opinions on department's strictness of professional development approval on a scale of 1 (very low) to 5 (very high)	Departments with the highest average	Departments with the lowest average
Leave request approvals	Percentage of leave requests approved in the last 12 months (Q31)	Departments with the highest percentage	Departments with the lowest average
Worked sick	Percentage of respondents who reported they went to work while sick in the last 12 months	Departments with the lowest percentage	Departments with the highest percentage
Worked sick due to heavy workload	Percentage of respondents who reported they went to work while sick due to heavy workload/strict deadlines in the last 12 months	Departments with the lowest percentage	Departments with the highest percentage
Used up sick leave	Percentage of respondents who indicated they have used up their allotted sick leave for the year in the last 12 months	Departments with the lowest percentage	Departments with the highest percentage
Comfort with requesting leave	Opinions on comfort with requesting leave on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average

Category	Determination of Ranking	Top Ranking	Bottom Ranking
Median overtime hours worked vs claimed	Median interval of overtime hours respondents worked in the last 12 months vs median interval of overtime hours respondents claimed in the last 12 months	Departments with the number of hours claimed closest to the number of hours worked	Departments with the number of hours claimed furthest from the number of hours worked
Flexible work request approvals	Percentage of requests for flexible work arrangements (ex. Telework, compressed, part-time, flexible hours and/or LWIA) in the last 12 months that were approved	Departments with the highest percentage	Departments with the lowest percentage
Working under flexible work arrangements	Percentage of respondents who indicated that they are working under some form of flexible working arrangement (ex. Telework, compressed, part-time, flexible hours and/or LWIA)	Departments with the highest percentage	Departments with the lowest percentage
Opinion on ease of claiming overtime	Opinions on the ability to claim all overtime hours worked on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on heaviness of workload	Opinions on respondent's agreement with the statement 'I often work through my lunch hour due to a heavy workload or to meet deadlines' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the lowest average	Departments with the highest average
Ability to attend important home life events	Opinions on the ability to rarely miss important life events due to work on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Effects of workplace stress on mental health	Opinions on respondent's agreement with the statement 'Stresses from the workplace have affected my mental health' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the lowest average	Departments with the highest average
Opinion on work/life balance support	Opinions on the level of work/life balance support provided by the department on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on flexible work opportunities	Opinions on the opportunities to work under flexible arrangements provided by the department on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Workplace 2.0	Opinions on the level of satisfaction with Workplace 2.0 conditions on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Job enjoyment	Opinions on the level of job enjoyment on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Ability to report wrongdoing	Opinions on respondent's agreement with the statement 'I feel I can report any wrongdoing without fear of reprisal' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Department with the highest average	Department with the lowest average
Opinion on positivity of work environment	Opinions on the level of positivity in their department's work environment on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on relationship with supervisor	Opinions on respondent's agreement with the statement 'I have a positive working relationship with my supervisor' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Relationship with senior management	Opinions on respondent's agreement with the statement 'I have a positive working relationship with senior management' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on relationship with colleagues	Opinions on respondent's agreement with the statement 'I have a positive working relationship with my coworkers' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average